Driving Faculty Recognition Efforts and Results: Analytics, Mentoring, and Culture Change
EXTERNAL SCHOLAR AWARDS AND PRIZES

- Brings prestige and recognition to Ohio State’s world-class faculty
- Recognizes excellence and is an important metric of Institutional performance
- Builds a culture of external recognition from national and international organizations
- Curation efforts includes annual reporting by each college
- Resources include 1.25% FTE; includes graduate administrative associate
Central support provided by the Office of research
MENU OF SERVICES

- Identify and distribute opportunities
- Provide support during the nomination process
- Serve as liaison with sponsor
- Conduct outreach efforts with awards committee, department chair and vice-chair, and individual faculty members
Award Categories

- Early Career
- Colleges and societies
- Fulbright
- Associations
- Academies and institutes
- Awards and fellowships
- Influential scholars
- Highly prestigious recognitions, Prizes, and medals

- Award categories and strategies have evolved over time
2015-2018 Award Totals | Curated March-February for annual spring recognition reception hosted by President and Vice President for Research.
FACULTY AWARDS & RECOGNITION

Marnie Rhoads
Assistant Vice Provost for Faculty Advancement
Research Development and Faculty Advancement

What do they have in common?

• **Promote** faculty scholarship
• **Support** career advancement
• **Enhance** visibility of the institution
• **Play** a vital role in faculty retention
• **Increase** research funding, as well as heighten recognition for the unit and campus
Faculty Recognition and Awards Focus at Duke University

• **Partner** with the **Research Development staff** across the institution to KEEP and highlight research excellence

• **Celebrate** faculty awards in an effort to raise the visibility of Duke faculty

• **Develop** systems and best practices for high level memberships and unrestricted faculty award nominations

• **Deliver** faculty award nomination assistance through expert support
Academic Analytics Faculty Profile Data

• To capitalize on our institutional membership to Academic Analytics, we focused on building the faculty award history for Duke faculty to ensure a proper baseline.

• We worked directly with AA to develop a new tool highlighting “Highly Prestigious Nomination Pathways” to evaluate our current faculty award profiles in comparison with those typical of recent inductees.

• We provided the AA analysis of senior faculty to specific unit leadership so they could move forward with assessing the viability of prestigious society and national academy nominations.
**These data came from ad hoc requests to AA and are readily available to all current clients at the right level of license.**

| Awardee Research Activity Averages - All Recipients |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|                | # of Awards     | Academic Age at time of a. | Scholarly Research Index | Total Articles | Total Citations | Total Books | Total Awards | Total Grants | Total Annual Grant Dollars | Total Conf Pros |
| All Recipients | 7               | 35.9            | 1.7              | 58.00          | 7,180.43       | 1.00         | 16.14         | 3.43         | $1,890,895          | 12.86           |

| Awardee Research Activity Averages - by Discipline |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|                | # of Awards     | Academic Age at time of a. | Scholarly Research Index | Total Articles | Total Citations | Total Books | Total Awards | Total Grants | Total Annual Grant Dollars | Total Conf Pros |
| Electrical Engineering | 1               | 44.0            | 1.8              | 34.00          | 1,538.00       | 0.00         | 14.00         | 2.00         | $570,352            | 44.00           |

**Duke University Department Faculty Candidate Profile**

Metrics highlighted in green are greater than or equal to average research activity for the specified discipline.

<table>
<thead>
<tr>
<th>Faculty Name</th>
<th>Discipline</th>
<th>Academic Age</th>
<th>Scholarly Research Index</th>
<th>Total Articles</th>
<th>Total Citations</th>
<th>Total Books</th>
<th>Total Awards</th>
<th>Total Grants</th>
<th>Total Annual Grant Dollars</th>
<th>Total Conf Pros</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Electrical Engineering</td>
<td>22</td>
<td>2.1</td>
<td>71</td>
<td>3,202</td>
<td>1</td>
<td>7</td>
<td>5</td>
<td>$1,890,895</td>
<td>28</td>
</tr>
</tbody>
</table>

**Faculty Award History**


*Note: # of Awards in Discipline table may not sum to # of Awards in All Recipients table due to faculty with multiple discipline affiliations.*

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**These data came from ad hoc requests to AA and are readily available to all current clients at the right level of license.**
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UNIVERSITY OF NEBRASKA-LINCOLN
Faculty Recognition & Awards

Nathan Meier, Assistant Vice Chancellor for Research
Liz Lange, National Recognition & Awards Coordinator

Office of Research and Economic Development
History and context for awards at Nebraska

- Institutional need for many years
- Chancellor’s State of the University address in 2011
- Created National Recognition and Awards position
  - Collaboration between three units on campus
  - Housed within Office of Research and Economic Development
Culture-building efforts at Nebraska

• Foster a culture among faculty and administrators that broadly values excellence and awards
  • Strategic communications through university channels
  • Outreach and events
  • Individual coaching, mentoring, and network building
Strategic communications

[Image: Department's culture creates model for national awards success]

DEPARTMENT'S CULTURE CREATES MODEL FOR NATIONAL AWARDS SUCCESS

How does an institution of higher education develop a reputation for high-quality research and student success? The Department of Biomedical Engineering at the University of Nebraska-Lincoln has a blueprint for success that includes a strong culture of collaboration and innovation.

[Image: National Faculty Recognition and Awards]

Award Winners by Year

Year Awarded


[Image: Nebraska faculty surge in national honors]

Nebraska faculty surge in national honors

February 23, 2018

Ninny Walters, Professor of Practice
College of Journalism and Mass Communications
University of Nebraska-Lincoln

[Image: Nebraska Today]

Dear Professors,

Congratulations on your recent J. William Lyon Fellows Award from the National Press Photographers Association! This accomplishment demonstrates your outstanding achievement in the field of photography and adds to the impressive list of awards among Nebraska media professionals.

Indeed, we all appreciate how important national and international societies are to scholarship and the journalism—this award from NPPA reflects the impact of your work on student and the reputation of the university.

[YouTube video link]

https://www.youtube.com/watch?v=HwAMop3YTZ8&t=27s
Awards success

National Research Council Awards
FY 2011 - FY 2017

- 2011: 7
- 2012: 14
- 2013: 20
- 2014: 19
- 2015: 7
- 2016: 23
- 2017: 23
Academic Analytics Awards Analysis

May 9, 2018

Rich Healy, MA
Project Manager
Academic Analytics should complement institutional knowledge and local data.

Academic Analytics is...
- ...NOT a public ranking
- ...NOT a “score” for individual faculty members
- ...NOT a replacement for other types of knowledge
- ...NOT a CV replication database

Academic Analytics is...
- ...a team of experienced advisors, former senior university executives
- ...a suite of strategic intelligence, services, and analysis tools
- ...a community of clients who share best practices
- ...a robust, reliable data set built on individual faculty information
- ...a patented process of nuanced, discipline-weighted indexing
Academic Analytics Data: Content and Aggregation

Quality Assurance Process

Content Matching

Aggregation

Faculty Member
- Name aliases
- Rank/ Tenure Status
- Taxonomic Categorization
- Year and Place of Terminal Degree

DOI Sources, eg. CrossRef Publishers

DOI to DOI count of references

Baker & Taylor
The British Library

Awarding Agencies

Federal Funding Agencies

Conference Proceedings

Journal Articles

Citations

Books

Honorific Awards

Grants

Nation*

University

Colleges*

Broad Fields

Programs & Departments

Individual

DOI Sources, eg. CrossRef Publishers

DOI Sources, eg. CrossRef Publishers

DOI Sources, eg. CrossRef Publishers

DOI Sources, eg. CrossRef Publishers

DOI Sources, eg. CrossRef Publishers

* Available in custom report

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Example Analyses and Use Scenarios

Some common questions to address with Academic Analytics tools

- **Program Review and Strategic Planning**
  What is the comparative research strength of a program undergoing review? How does our research profile compare to peers? What are our strengths and weaknesses relative to benchmark groups?

- **Assembling Teams**
  Who are the subject matter experts who could contribute to the strongest interdisciplinary team? Who have we potentially overlooked in our search process?

- **Retirement/Retention Planning**
  What will be the impact of upcoming departures or retention scenarios? Which faculty are most vulnerable to being recruited by other institutions?

- **Building/Assessing New Institutes**
  What would be the research strength of a new institute or center we hope to create?

- **Faculty Recognition**
  Which faculty are potentially under-recognized? What are the awards for which they might be most competitive? How do we maximize our awards effort?

- **Faculty and Graduate Student Mentorship**
  What milestones can we observe in successful faculty careers at peer institutions? How can we use this to strengthen our mentorship practices?

- **Faculty Hiring**
  What will be the impact of our hiring priorities? Where can we allocate new resources to maximum impact?

- **Assessing Doctoral Programs**
  What is the placement of our doctoral graduates who are now among faculty of other institutions? What patterns can we observe in their careers?
The Academic Analytics Awards Analysis was developed to assist institutions in discussions about creating opportunities for faculty.

It is a direct result of iterative communication between client institutions and Academic Analytics.

The desire to put something useful into the institutions’ hands that will be of real value.
Awards Analysis

Department Analysis: Identifying under-recognized units

The Department Analysis Dashboard shows the institution’s departments within their broad field or college, plotted on a quadrant by an Awards index score and non-awards activity. Clicking on the plot filters the table below it. Filters for College/Broad Field and Department help to narrow the analysis further.

- Identify nomination opportunities for high-achieving early- and mid-career faculty
- Support department and college nomination processes by highlighting under-recognized faculty
- Proactively identify faculty who are at highest retention risk based on research productivity, recognition, and patterns of collaboration

Departments where average research productivity exceeds average recognition:

- These five departments have had good award opportunities, and discussions might focus on finding ways to increase non-award scholarly activity.

Departments where average recognition exceeds average research productivity:

- These four departments score high in non-award scholarly activity, and are good candidates for award opportunities.

Values are normed against like-discipline departments. "Non-award Standard Index" (x axis) is a composite z-score of research productivity. "Awards per Faculty Z-Score" (y axis) is a z-score of the number of professional honors or awards received by faculty in a department.
Faculty Analysis: Identifying under-recognized academics

The Faculty Analysis Dashboard shows the institution’s department faculty, color coded by rank, plotted on a quadrant by an Awards Index score and by non-awards activity. Clicking on the plot filters the table below it. Filters for College/Broad Field and Department help to narrow the analysis further.

- Identify specific faculty for nomination opportunities for high-achieving early- and mid-career faculty
- Identify specific faculty who are at highest retention risk based on research productivity, recognition, and patterns of collaboration

An example of a Department where several higher rank faculty could benefit from nomination opportunities.

The Non-Award Standard Index is the z-score of the weighted totals for all areas of research activity except awards. For faculty with multiple discipline affiliations, only the highest Non-Award Standard Index for the faculty member is being shown.
Awards Listing: Identifying Opportunities by Discipline and Award Specifics

The Awards Listing Dashboard enables the user to drill down to specific awards based on numerous filtering possibilities. With this grid, institutions can see their own (and peer institutions') award counts based on discipline, by years since terminal degree, by Award Governing Society and other characteristics. Right-clicking on the Award Governing Society allows the user to drill down to specific awards within that Award Governing Society.

- Identify awards in relevant disciplines where other institutions are taking advantage of opportunities
- Identify previously unknown award opportunities

Filters are grouped to maximize searching for specific opportunities.
Awards Analysis

**Award Nomination: Faculty Alongside Comparative and Discipline Faculty**

Institution Faculty within a given discipline are highlighted in this view, which shows the standard index of the institution’s faculty alongside comparative and discipline faculty. The Box-and-Whisker plots are dynamic – by clicking on a faculty represented by the red dot, the faculty member's statistics are highlighted on the table.

- Identify standard index distribution of other institution faculty winning awards within the discipline, and compare to home institution’s standard index
- Identify faculty award opportunities

These faculty fall in the upper end of the interquartile range of standard indices in the given discipline and within the comparison group, however, they are showing to have not won awards in the discipline. They may represent an opportunity for nomination.
Awardee Breakout: *Statistics showing awardees across four views*

- Identify numbers and percentages of faculty winning awards by rank, AAU membership, Carnegie class, or region based on Award Governing Society and Award
Awards Analysis

Awards and Awardee Metrics: *Award statistics by Broad Field and Discipline*

Before nominating to a specific award, the institution may want to see statistics about that award and the faculty who are winning the award. This view allows the user to drill down into data about awardee institution and faculty characteristics, based on broad field and discipline.

![Awards Analysis Diagram]

*Mean Academic Age represents the years since terminal degree for the faculty at the time the award was won. Mean Academic Age will not contain a value if the awardee(s) does not have an associated degree date in the Academic Analytics 2015 database and/or there is not enough data to calculate a mean value.*
Awards Received by AAU Membership and Sector: Award statistics plotted geographically

Use characteristic filters to see concentrations of awardees by discipline characteristics, awards characteristics or awardee characteristics, and see a distinct count of those awards.
Awards Analysis

Awards Map-Details: *Detailed Award statistics plotted geographically*

Use characteristic filters to see concentrations of awardees by Institution Characteristics, Award Characteristics, and/or Awardee Characteristics, with the ability to drill down within governing societies to see specific awards.
Awards Report

How have other institutions used this report?

• Baylor University

• Iowa State University

• Rochester University

• University of Wisconsin - Madison
“Academic Analytics provided me, as Associate Dean for Research in the Graduate School at Baylor University, with customized data regarding the profiles of recent awardees of AAAS Fellows at other universities so that I could determine whether Baylor STEM Faculty were competitive and thus could be nominated for this award in the future. With these data I was able to recognize that there were many Baylor STEM faculty who were deserving of AAAS national recognition for their research accomplishments. This awards initiative has now been expanded to include other discipline-specific awards in STEM, as well as to assess possible awards for Baylor Faculty in the Humanities and Social Sciences. Also helpful is a feature that allows one to identify research collaborators who might be approached to serve as references or as nominators for awards.”

-Dr. Steven G. Driese, Professor, Department of Geosciences & Associate Dean for Research, Graduate School

“We are thrilled that Academic Analytics provides detailed information about faculty awards. We look forward to using these data to identify and work with faculty who are strong candidates for national awards in their field.”

-Dr. Kimberly Kellison, Associate Dean of Humanities & Social Sciences & Associate Professor of History
-Dr. Laine Scales, Associate Dean, Graduate School & Professor of Higher Education
University of Rochester

• The dean, the data liaison, and a representative from Academic Analytics sit down with each chair in Arts and Sciences at least once a year to go over their Academic Analytics profile.

• Part of this discussion is always the award report.

• In some cases, the report has spawned the chair going back to his department and having a conversation about applying/nominating for more awards. In others, the chair has continued the conversation with the data liaison by scheduling a separate meeting to dive deeper into the award report.

• In ALL cases, the conversation was opened between the dean and the chair as to 1) the general award culture in their discipline, 2) the reasons for the above or below average award level in the department, 3) a way forward to either maintain or increase the level of award nominations.
• In every case Academic Analytics, observed that the dean and chair achieved a new level of mutual understanding about a) the department’s awards culture and b) the institutional priority on awards.

• Prior to these conversations this mutual understanding between the dean and chair did not exist, which led to missed award opportunities and a lack of focus on cultivation nominations. After these conversations, both the dean and the chair were clear about what they needed to do and how to support a more effective nomination process in the department.

• Ideal example of Academic Analytics tools doing what they are designed to do.
Iowa State University has systematically implemented the Awards Analysis report, spawning creation of a process for increasing faculty award nominations. Dawn Bratsch-Prince, Associate Provost for Faculty worked closely with her colleague Surya Mallapragada, Distinguished Professor and Faculty Fellow in the Office of the Provost, to develop a plan for rollout. The duo met with each dean to walk them through the awards report, focusing on their college and departments.

They asked the deans to then meet with their associate deans and department chairs, walk them through the report, and identify faculty candidates for recognition. The report led to some surprises—some department chairs did not realize which of the highly active research faculty in their departments were, in fact, very competitive candidates for specific awards in their fields.

The deans are working with their associate deans and department chairs to set up a process at the college level for increasing faculty recognition through external honors and awards. A few of the colleges have even set up committees on recognition to streamline the process.
• Associate Provost Bratsch-Prince commented how the involvement of the chairs and deans is critical to ensuring this process moves forward. The culture of each college is different, and those within the college are really the ones who know how to structure such a process to work best. To keep this process at the Provost’s office level would not be as effective due to the varying cultures and disciplines of each college on campus.

• Associate Provost Bratsch-Prince will lead a workshop with new department chairs in the fall to share with them the Awards Analysis tool and how it can be used to support increased faculty recognition. She also plans to gather feedback about the number of faculty nominations and awards received each year, hoping to see increases following this implementation.
• The University of Wisconsin has had a systemic mindset of being very modest in pushing their faculty for awards

• New Provost came in two years ago from another institution
  • We have some really good people doing really good things and we need them to be recognized and for others to know about them

• Vice Provost for Faculty and Staff was charged with encouraging award nominations on campus
  • Priority was to provide as many resources as possible
  • Academic Analytics was another tool the Vice Provost provided to the Deans to facilitate this culture change
• While departments understand the major awards available within their discipline – a central office many times is not aware

• Also some departments may have an awards committee, other may not – very inconsistent across campus

• Much better system than award information tricking in from external sources

• Major emphasis has been at the Dean’s level currently
• Focus in on faculty in lower right quadrant of Faculty Analysis tab – high research activity and low awards
• Reach out to begin conversations with departments about identified individuals
• Combine this indicator then with local knowledge to determine if the individual is a candidate for this award
• Provost will be speaking on their use of this report at APLU

These faculty score high in non-award scholarly activity, and are good candidates for award opportunities.
Questions?
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